

AGREEMENT

*For Members of the United Mine
Workers of America*

BY AND BETWEEN

*Bethlehem Mines Corporation
Mines No's. 41 and 42*

AND

JOHN L. LEWIS
International President,
United Mine Workers of America

PHILIP MURRAY
International Vice-President,
United Mine Workers of America

THOMAS KENNEDY
International Secretary-Treasurer,
United Mine Workers of America

VAN A. BITTNER
Chief International Representative,
United Mine Workers of America

FRANK MILEY
President District No. 31,
United Mine Workers of America

C. F. DAVIS
Secretary-Treasurer, District No. 31,
United Mine Workers of America

EFFECTIVE APRIL 1, 1934

TO

APRIL 1, 1935

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AGREEMENT

THIS AGREEMENT, entered into this 3rd day of May, 1934, between Bethlehem Mines Corporation, a Delaware corporation (hereinafter sometimes called the Operator), and John L. Lewis, International President, United Mine Workers of America, Philip Murray, International Vice-President, United Mine Workers of America, Thomas Kennedy, International Secretary-Treasurer, United Mine Workers of America, Van A. Bittner, Chief International Representative, United Mine Workers of America, Frank Miley, President, District No. 31, United Mine Workers of America, and C. F. Davis, Secretary-Treasurer, District No. 31, United Mine Workers of America, representing the employees of the Operator at Mine No. 41 and Mine No. 42 (hereinafter sometimes called the Mine) of its Marion Division who chose such representatives as their representatives for the purpose of collective bargaining and such other employees at the Mine as may authorize such representatives to represent them in negotiations with the Operator,

WITNESSETH, that it is hereby agreed as follows:

The stipulations hereinafter made are made pursuant to the provisions of Section 7 (b) of the National Industrial Recovery Act.

This Agreement is for the exclusive joint use and benefit of the contracting parties, as defined and set forth in this Agreement; and it shall be construed as binding upon and effective in determining only the relations with each other of those represented by the parties signatory hereto. It is the intent and purpose

of the parties hereto that this Agreement will promote an improved industrial and economic relationship in the Mine, and to set forth herein the basic agreements covering rates of pay, hours of work, and conditions of employment to be observed between the parties hereto.

If a wage scale or an agreement covering variations in working conditions shall be made by or on behalf of employees in the Bituminous Coal Industry in District B as described in the Code of Fair Competition for said Industry with any person, corporation or association on a basis more favorable to such person, corporation or association than the basis of this Agreement, then and in that event the basis of this Agreement shall be modified so that the Operator shall receive all the benefits of such more favorable wage scale or agreement.

MAXIMUM HOURS AND WORKING TIME

Seven hours of labor shall constitute a day's work. The seven-hour day means seven hours' work at the Mine at the usual working places for all classes of labor, exclusive of the lunch period, whether they be paid by the day or be paid on the tonnage basis; except in cases of accident which temporarily necessitates longer hours for those Mine Workers required on account thereof, and also excepting that number of Mine Workers in the Mine whose daily work includes the handling of man-trips and those who are required to remain on duty while men are entering and leaving the Mine.

(The word "Accident" shall be interpreted to mean any occurrence of emergency which would prevent the Mine or any part thereof from being ready at the next starting time to permit work for the regular working force or any part thereof.)

The seven-hour day, five-day week (35 hours per week) as provided in this Agreement, shall

prevail. (The above refers to Mine Workers and does not abridge the right of the Mine Management to operate the mine any day of the week except Sundays and holidays.)

The time when the day shift and the time when the night shift shall commence work shall be at the option of the Operator.

The following classes of Mine Workers are excepted from the foregoing provisions as to the maximum hours of work:

All Mine Workers engaged in the transportation of men and coal shall work the additional time necessary to handle man-trips and all the coal in transit, and shall be paid the regular hourly rate. Outside employees engaged in the dumping, handling and preparation of coal shall work the additional time necessary, not to exceed 30 minutes, to dump and prepare the coal delivered to the tippie each day and shall be paid the regular hourly rates. This rule shall not encourage the working of overtime except where it is absolutely necessary to take care of the conditions named.

When day men go into the Mine in the morning, they shall be entitled to two hours' pay whether or not the Mine works the full two hours, but, after the first two hours, the men shall be paid for every hour thereafter by the hour, for each hour's work or fractional part thereof. If for any reason the regular routine work can not be furnished inside day men, the employer may furnish other than the regular work.

When railroad cars are promised and are on the way to the Mine at starting time in the morning, the men shall wait up to 30 minutes, provided, however, that, where satisfactory local arrangements exist for waiting for cars, the same shall remain in force.

Drivers shall take their horses or mules to and from stables, and the time required in so doing shall not include any part of the day's labor, their work beginning when they reach the change at which they receive empty cars, but in no case shall the driver's time be docked while he is waiting for such cars at the point named. The method at present existing covering the harnessing and unharnessing of horses or mules shall be continued throughout the life of this Agreement.

Motormen and trip riders shall be at the passway where they receive the cars at starting time. Motormen shall, at quitting time, inspect their motors and report to the Management any necessary repairs. At the start of each shift the Motorman shall inspect, oil and grease and supply sand for the motor and make minor necessary adjustments. The foregoing provision shall not in any way change the custom at present in effect at the Mine. The time required to care for the motor as above provided and to take motors to the passway at starting time and departing from the same at quitting time shall not be regarded as part of the day's labor, their time beginning when they reach the change or parting at which they receive cars, but in no case shall their time be docked while waiting for cars at the point named.

Employees engaged at power houses, boiler houses, sub-stations, fans, pumps and hoisting engines operating continuously for 24 hours daily are especially exempted from the seven-hour day provision.

Special exemptions for other individual employees than those named above, when 24 hours continuous operation daily is required, are subject to arrangement between the Mine Management and employee representatives. Employees so especially exempted are limited to eight hours per day and 40 hours per week.

HOLIDAYS

The following holidays are required: New Years Day, April 1st, Decoration Day, July 4th, Labor Day, Thanksgiving, Christmas.

BASIC TONNAGE RATE

Miners shall lay all track in rooms and temporary track in entries, and the Operator assumes the obligation of laying all turn rails and switches. Where grades are favorable the miner shall accept the empty car at the nearest switch to his working face.

It is understood the miner shall be responsible for the care of all supplies sent to him for his use, and that he will recover all turns, rails, ties and props in pillar drawing, where possible. When timbers, props, etc., are sent to the miner in the mine cars in reasonable amounts, he shall unload the same.

Pick mining is the removal by the miner of coal that has not been undercut, center-cut or overcut by a machine. The basic rate for pick mining and hand loading of coal shall include the work required to drill, shoot and clean and load the coal properly, timber the working place, and all other work and customs incidental thereto.

Any change in mining methods or installation of equipment that relieves the Mine Worker of any of the above duties and increases his productive capacity shall be recognized and a piece work rate agreed to therefor properly related to the basic rate.

The standard for basic tonnage rates shall be 2,000 pounds per ton; where the gross ton of 2,240 pounds is the measure the equivalent rate shall be paid.

The basic tonnage, hourly and day wage rates for the Mine are shown in the attached Schedule A, which is a part hereof.

CHECKWEIGHMEN

The miners shall have the right to a checkweighman, of their own choosing, to be elected from among the employees working at the Mine, to inspect the weighing of coal.

Cars shall be tared at reasonable intervals, and without inconvenience to the operation of the Mine. Tare shall be taken of the cars in their usual running condition.

If the Mine shall not employ a sufficient number of men to maintain a checkweighman, the weight credited to the employees shall be checked against the billing weights furnished by railroads to the Operator, and on coal trucked from the Mine a practical method to check the weights shall be agreed upon. Such weights shall be checked once a month.

The wages of checkweighmen will be collected through the pay office semi-monthly, upon a statement of time made by the checkweighman, and approved by the Mine Committee. The amount so collected shall be deducted on a percentage basis, agreed upon by the checkweighman and clerk, from the earnings of the Mine Workers engaged in mining coal, and shall be sufficient only to pay the wages and legitimate expenses incident to the office.

The checkweighman shall be permitted at all times to be present at the weighing of coal, also have power to checkweigh the same, during the regular working hours to have the privilege to balance and examine the scales, provided that all such balancing and examination of scales shall only be done in such way and at such time as in no way to interfere with the regular working of the Mine. It shall be the further duty of checkweighmen to credit each employee with all merchantable coal mined by him on a proper sheet or book kept by him

for that purpose. Checkweighmen shall in no way interfere with the operation of the Mine, or with any employee thereof. If the checkweighman shall violate the preceding clause, such violation shall be considered a grievance and shall be handled in the manner prescribed under "Settlement of Disputes."

It is understood that if the checkweighman is absent from his post for any purpose, the running of coal over the tippie will not be suspended during his absence.

BOYS

No person under eighteen (18) years of age shall be employed inside the Mine nor in hazardous occupations outside the Mine, provided, however, that where a state law provides a higher minimum age, the state law shall govern.

EXEMPTIONS UNDER THIS CONTRACT

The term Mine Worker as used in this Agreement shall not include mine foremen, assistant mine foremen, fire bosses, or bosses in charge of any classes of labor inside or outside of the Mine, or coal inspectors or weigh-bosses, watchmen, clerks, or members of the executive, supervisory, and technical forces of the Operator.

MANAGEMENT OF MINE

The management of the Mine, the direction of the working force, and the right to hire and discharge are vested exclusively in the Operator, and this right shall not be abridged. It is not the intention of this provision to encourage the discharge of Mine Workers, or the refusal of employment to applicants because of personal prejudice or activity in matters affecting the United Mine Workers of America.

MINE COMMITTEE

A Mine Committee of three (3) employees, who shall be able to speak and understand the English language, shall be elected at the Mine by the employees employed at the Mine. Each member of the Mine Committee shall be an employee at the Mine and shall be eligible to serve as a committee member only so long as he continues to be an employee at the Mine. The duties of the Mine Committee shall be confined to the adjustment of disputes arising out of this Agreement that the Mine Management and Mine Worker, or Mine Workers, have failed to adjust. The Mine Committee shall have no other authority or exercise any other control, nor in any way interfere with the operation of the Mine; for violation of this clause any or all members of the Committee may be removed from the Committee and shall be ineligible to be reelected or to serve as a Committeeman, or Committeemen, during the remaining term of this Agreement.

The Mine Committee, or any member thereof, shall under no circumstances, go around the Mine for any cause whatsoever, unless called upon by the Mine Foreman, or by the miner or day men, who may have a grievance that he cannot settle with the Mine Foreman, and then only to investigate that grievance with the Mine Foreman, and the employee involved.

Grievances must be taken up after work hours unless otherwise agreed to.

Members of the Mine Committee employed as day men shall not leave their places of duty during working hours, except with the permission of the Mine Management or in cases involving the stopping of the Mine.

DUTY OF MINE WORKER

If any employee for whom the scale is made, refuses to work because of any grievance which has not been taken up as provided herein, and such action shall seem likely to impede the operation of the Mine, such employees or any of them, will be subject to dismissal without recourse at the option of the Mine Management and the Mine Committee shall immediately furnish a man or men who shall be designated by the Mine Foreman to take such place or places at the scale rate, in order that the Mine shall continue to operate, and it shall be the duty of any employee who may be called upon by the Mine Foreman or Mine Committee, to immediately take the place or places assigned him or them in pursuance thereof.

SETTLEMENT OF DISPUTES

Should differences arise between the Mine Workers and the Operator as to the meaning and application of the provisions of this Agreement, or should differences arise about matters not specifically mentioned in this Agreement relating to hours of labor, rates of pay or working conditions, or should any local trouble of any kind arise at the Mine, there shall be no suspension of work on account of such differences, but an earnest effort shall be made to settle such differences immediately.

First: Between the aggrieved party and the Mine Management.

Second: Through the Management of the Mine and Mine Committee.

Third: The Management of the Mine and the representatives signatory to this Agreement, or their representatives.

Fourth: By a Board consisting of four members, two of whom shall be designated by the

representatives signatory hereto and two by the Operator. Failing to agree they may select an umpire to decide the dispute.

Pending the hearing of disputes the Mine Workers shall not cease work because of any dispute; and a decision reached at any stage of the proceedings shall be binding on both parties thereto, and shall not be subject to re-opening by any other party except by mutual agreement.

Expense and salary incident to the services of an umpire shall be paid jointly by the Operator and Mine Workers at the Mine.

DISCHARGE CASES

When a Mine Worker has been discharged from his employment and he believes he has been unjustly dealt with, it shall be a case arising under the method of settling disputes herein provided. In all discharge cases should it be decided under the rules of this Agreement that an injustice has been dealt the Mine Worker, the Operator shall reinstate and compensate him at the rate based on the earning of said Mine Worker prior to such discharge. Provided, however, that such case shall be taken up and disposed of within five (5) days from date of discharge.

ILLEGAL SUSPENSION OF WORK

A strike or stoppage of work on the part of the Mine Workers shall be a violation of this Agreement. Under no circumstances shall the Operator discuss the matter under dispute with the Mine Committee or any representative of the Mine Workers during suspension of work in violation of this Agreement.

IRREGULAR WORK

When any Mine Worker absents himself from work for a period of two days without the consent of the Operator other than because of proven sickness, he may be discharged. If a Mine Worker persists in working irregularly he may be discharged. When a Machine Runner or any employee upon whose work other employees are dependent absents himself from work without giving advance notice to the Mine Foreman, he shall forfeit his position.

PREPARATION OF COAL AND MINING PRACTICE

In paying for coal before it is screened, it is not intended to encourage unworkmanlike methods of mining and blasting coal, or to decrease the proportion of screened lump, and any miner will be subject to discipline who from ignorance, carelessness or any other cause, fails to properly mine, shoot and load the coal. If required by the Operator, the miner must block or snub the machine cut before shooting. Snubbing, however, does not apply to top cutting machines.

In case slate, bone, clay, sulphur or other impurities are loaded with the coal by the miner, the miner or miners so offending shall be subject on first offense to warning; for the second offense, to two days' suspension; and, for the third offense within 30 days five days' suspension or discharge, at the option of the Mine Management, provided that in malicious and aggravated cases, the Mine Management shall have the right to discharge for the first or any subsequent offense. The estimated weight of the impurities shall be deducted from the total weight of the contents of the car.

SAFETY PRACTICE

Reasonable rules and regulations of the Operator for the protection of the persons of the Mine Workers and the preservation of property shall be complied with. (It is agreed that the rules and regulations of the Operator at the present time in effect for the foregoing purposes are reasonable.)

Any employee failing to observe any safety rule or regulation shall be subject to discipline, as follows:

- 1.—For the first offense—Warning.
- 2.—For the second offense—Reprimand or two days' suspension.
- 3.—Third offense—Five days' suspension or discharge at the option of the Operator.

In malicious or aggravated cases, the Mine Management shall have the right to discharge for the first or any subsequent offense.

TURN

The Operator will see that an equal turn is offered each miner, that he is given a fair chance to obtain same. The checkweighman, where one is employed, may keep a turn bulletin for the turnkeeper's guidance. The driver and motorman shall be subject to whoever the Mine Foreman shall designate as turnkeeper in pursuance thereof. This rule is not applicable, and shall not be considered as preventing the Operator from driving entries or removing pillar stumps as rapidly as the emergency may demand.

LOADING MINE CARS

No limit of weight shall be placed on loading coal in mine cars. In case of loss in transit, the Operator shall not be held responsible, except where a wreck occurs the average weight shall be made good by the Operator. In order that

miners can not take advantage of this clause, the Mine Management and the Mine Committee, where complaint is made of loading cars over their capacity, shall mutually agree on a standard height for loading cars.

LOADING RAILROAD CARS

The Operator shall at all times be at liberty to load any railroad cars whatsoever, regardless of their ownership, with coal and deliver such cars in any market, and to any person, firm or corporation it may desire.

ENGINEERS AND PUMPERS DUTIES

When required by the Management, engineers, pumpers, firemen, lampmen, power plant and sub-station attendants and a sufficient number of men to load boiler coal for use at this Mine only shall under no condition suspend work but shall at all times protect all the Operator's property under their care, and operate fans and pumps and lower and hoist men or supplies as may be required to protect the Operator's property.

SHIFTS

The Operator shall have the right during the entire period of this Agreement to work the Mine extra shifts with different crews.

When the Mine works only one shift it shall be in the day time, but this shall not prevent cutting and loading coal at night in addition to the day shift cutting and loading.

PAY DAY

Pay shall be made semi-monthly and at least twice each month, in lawful money or par-check. The first pay in any month shall be paid not later than the 15th.

MISCELLANEOUS PROVISIONS

Prior practice and custom not in conflict with this Agreement may be continued.

All internal differences will be dealt with as provided in this Agreement with the understanding that only by mutual consent will anything be done that will increase the cost of production or decrease the earning capacity of the men.

In any case where the Foreman directs the placing of cross-bars to secure the roadway, then in such case only, the Mine Worker shall be paid the prices for such cross-bars as may be agreed upon between him and the Foreman. In case of miners shooting bottom, should any of the props be loosened or displaced, thereby endangering the safety of the workmen, the miner agrees to reset same. The above does not contemplate any change from the ordinary method of timbering by miner for his own safety.

Machine men are required to cut coal level and close to the bottom and in no case shall thickness exceed four inches, except under abnormal conditions. If a machine cutter leaves a spragg or a thick bottom in excess of four inches, he shall be notified to remove same, and should he fail or refuse he shall be charged one dollar for each spragg and fifty cents for each run of this bottom for breast machine or its equivalent width, the same to be paid to the loader.

Each machine crew shall be required to keep the cutting up in the section designated. Machine territory shall be divided so that the territory designated for each machine may be cut normally in seven hours time, and each machine crew shall be required to keep the cutting up in the section so designated. If for any reason this cannot be done in regular hours, they shall work sufficient overtime to insure all loaders having coal to load.

If the machines in the Mine shall be moved by animals, the Operator shall provide shields for

covering cutter head of machine. The machine men shall be required to either remove bits from the chain or cutter head, or place the shield over the cutter head without compensation to make the machine safe to be removed. Any machine man failing to carry out this rule may be removed from the machine.

The cutter shall cut the coal as directed by the Operator.

All Mine Workers engaged in the operation of cutting machines, drills and all types of mechanical loading equipment, whether they be paid by the ton or on a time basis, shall take proper care of all equipment used by them and shall oil and grease said equipment.

In the event of a breakdown of the mine scales, the average weight per mine car for the preceding semi-monthly period shall be used until the scales have been repaired. Said repairs shall be made as promptly as practicable.

LOADING MACHINE CUTTINGS

Unless otherwise required by the Operator, the fine coal and cuttings must not be loaded out separately, but must be loaded and distributed throughout the balance of the coal, in order to keep the product of the mine uniform.

MINER REQUIRED TO LEAVE HIS WORKING PLACE

Where the Mine Worker is required by a Mine official to leave his working place to perform other labor, he shall be paid at the rate of \$5.00 per day. Where a Mine Worker has no work in his working place and is given other labor, he shall be paid at the scale rate for such labor.

ABNORMAL CONDITIONS

For dead work and abnormal conditions, the price for the same shall be a question for local adjustment. All working places shall be kept

reasonably dry by the Operator. Price to be paid for places not kept reasonably dry shall be agreed upon by the miner and Mine Foreman. The miner shall exercise reasonable care and assistance in keeping the place dry.

ISOLATED MINING

In isolated territories, arrangements may be made for the cutting, loading and hauling of coal provided the scale agreement of rates is complied with until normal conditions are restored.

RIGHT OF TRANSFER

Day men must perform any class of work at the direction of the Management, provided the scale rate is paid, and individual is not asked to take a reduction in rate of wages for the day. The Operator has the right to transfer day men to loading coal without question, provided he is given an average working place.

FATAL ACCIDENTS AND FUNERALS

On the shift that death by accident occurs in the Mine, for that shift only the miners may cease work, but under no circumstances shall the Mine be laid idle for the funeral. This is, however, not to prevent individuals from attending a funeral.

EXPLOSIVES

The miners shall purchase all explosives and detonators of all kinds for blasting coal. If explosives and detonators are sold by the Operator, they shall be sold at cost, which is to include handling, transportation and insurance. The Operator reserves the sole right to designate the kind and quantity of explosives that shall be used in the Mine.

SMITHING

A uniform charge of one-quarter cent per ton for smithing shall be made on all coal mined by the miner and loader for pick and machine coal throughout.

ELECTRIC CAP LAMP

If closed lights, either electric or others, shall be used in the Mine a charge to the user of 8 cents per shift per lamp shall be made.

Any damage to or breaking of the lamps resulting from carelessness shall be repaired by the Operator and the cost thereof charged to the Mine Worker in whose possession the lamp was when damage resulted.

COAL TO EMPLOYEES

Where coal is used for fuel in dwellings, it will be furnished to the employees for their own use at \$2 per ton at the Mine, plus hauling charges.

In no case shall coal be taken from the mine cars or railroad cars, and may only be picked up from the tipple by special permission of the Management.

HOUSE RENT AND LIGHTS

House Rents shall not exceed \$2.00 per month per room, without lights and water. Houses shall be maintained in a reasonable state of repair. The charge for lights shall be 35 cents per month, per outlet. No change shall be made at present where lights are metered.

Water rents where not metered, shall not exceed \$1.00 per month.

GARBAGE

Where collection of garbage is provided by the Operator, a charge of 60 cents per month is to be collected over the pay-roll for such service. The Operator is required to provide the sanitary garbage can, for which a deposit of \$2.00 will be collected by the Operator from the employee.

MEDICAL ATTENTION

Where medical attention is provided, the following rates shall prevail:

Married Men—\$1.50 per month

Single Men—\$1.00 per month

The above charges are to be collected in semi-monthly installments.

ASSIGNMENTS OF WAGES

The dues of such of the employees as may be members of the United Mine Workers of America, upon the individual written assignments of such employees, and not exceeding One dollar fifty cents (\$1.50) per month, shall be checked off the wages of members of said organization by the Operator at a specified rate of not exceeding Seventy-five cents (75c) per half month, and shall be remitted to the person who shall be named in such assignments as the Secretary-Treasurer of District No. 31, United Mine Workers of America, on the date of the regular pay day, or within three (3) days thereafter, for distribution to the branches of the United Mine Workers of America; and no other assessments shall be so checked off except upon the authorization of the International Executive Board of the United Mine Workers of America.

On like assignments initiation fees of the United Mine Workers of America, in sums not to exceed One dollar (\$1) per man in any one pay period, shall be deducted by the Operator and remitted to the person who shall be named in such assignments as the Financial Secretary of Local Union No. 4021, United Mine Workers of America, Dakota, W. Va., and Local Union 4346, United Mine Workers of America, Barrackville, W. Va. Under no circumstances shall the initiation fee for any one man exceed Ten dollars (\$10).

Notice of such collection shall be given at the Mine on the 10th and 25th day of each month for the current payroll period.

Deductions for dues and initiation fees of the United Mine Workers of America shall follow wages of checkweighmen, rent, fuel, smithing, contributions for disability and death benefits, doctor, hospital and mining expense.

The Operator is hereby authorized to make deductions for store bills and all other legitimate accounts upon proper assignments by the employees.

Nothing in the foregoing shall be construed to deny to any employee not a member of the United Mine Workers of America the right to make voluntary assignment of his wages for dues or payments to any organization of which he may be a member, or for any other purpose.

This Agreement shall become effective as of the 1st day of April, 1934, and shall continue in effect until the 31st day of March, 1935.

IN WITNESS WHEREOF, each of the parties hereto, pursuant to proper authority, has executed this Agreement.

BETHLEHEM MINES CORPORATION

By N. A. ELMSLIE
Division Superintendent

AS REPRESENTATIVES OF EMPLOYEES
AS AFORESAID

JOHN L. LEWIS
International President,
United Mine Workers of America

PHILIP MURRAY
International Vice-President,
United Mine Workers of America

THOMAS KENNEDY
International Secretary-Treasurer,
United Mine Workers of America

VAN A. BITTNER
Chief International Representative,
United Mine Workers of America

FRANK MILEY
President District No. 31,
United Mine Workers of America

C. F. DAVIS
Secretary-Treasurer, District No. 31,
United Mine Workers of America

SCHEDULE A

MINING AND LOADING RATES

	PER NET TON
Pick mining—Basic	\$.66
Loading—Not Drilled—Basic .....	.505
Loading—Drilled .....	.475
Loading—Drilled and Sheared .....	.43
Loading—Sheared .....	.46

When Operator does the shooting and Mine Workers furnish explosives a deduction of one cent (.01) per ton from the loading rate shall be allowed.

CUTTING: (Air and Electric Mining Machine)

Track Mounted Type

Top Cutting .....	.052
Top Cutting—including Drilling...	.059
Top Cutting—including Shearing .....	.064
Top Cutting—including Drilling and Shearing .....	.072
Under Cutting .....	.056
Under Cutting—including Drilling..	.063
Under Cutting—including Shearing .....	.068
Under Cutting—including Drilling and Shearing .....	.076

Breast Machine

Cutting .....	.095
Cutting—including Drilling .....	.107
Cutting—on Block System090
Cutting—on Block system includ- ing Drilling102

<i>Short Wall Type</i>075
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No extra compensation shall be paid either Cutter or Loader because of the direction of the working face with reference to the butts or faces or because it is driven at an angle therewith.

DAY LABOR RATES PER 7 HOUR DAY

<i>Inside Labor</i>	HOURLY RATE	DAY RATE
Motormen—Rock Drillers.....	.737	5.16
Drivers, Brakemen, Spraggers, Snap- pers, Coal Drillers, Trackmen, Wiremen, Bonders, Timbermen and Bottom Cagers.....	.714	5.00
Loading Machine Operators (Coal)	.886	6.20
Loading Machine Operators Helpers	.737	5.16
Loading Machine Operators (Rock)	.846	5.92
Cutting Machine Operator and Helper .....	.886	6.20
Bratticmen.....	.714	5.00
Bratticemen Helpers.....	.68	4.76
Shot Firemen.....	.714	5.00
Pumpers, Trackmen Helpers, Wire- men Helpers, Timbermen Help- ers, and other inside labor not classified.....	.68	4.76
Cagers Assistants and Helpers.....	.68	4.76
Couplers.....	.68	4.76
Greasers, Trappers, Flaggers and Switch Throwers.....	.486	3.40
<i>Outside Labor</i>		
Bit Sharpeners, Car Droppers, Trim- mers, and Dumpers.....	.606	4.24
Car Repairmen.....	.686	4.80
Car Repairmen Helpers.....	.571	4.00

	HOURLY RATE	DAY RATE
Sand Dryers, Car Cleaners, and other Able Bodied Labor.....	.571	4.00
Slate Pickers.....	.486	3.40
Greasers.....	.486	3.40
Couplers.....	.571	4.00
Blacksmiths—First Class.....	.743	5.20
Blacksmiths—Second Class.....	.68	4.76
Repairmen—(Mechanic).....	.743	5.20
Repairmen Helpers.....	.68	4.76
Coal Hoist Engineer (Shaft).....	.817	5.72
Slope and Man Hoist Engineer.....	.737	5.16
Combination Engineer and Fireman	.714	5.00
Combination Fireman, Sub-Station and Fan Tender.....	.594	4.16
Combination Lampman and Man Hoist Engineer.....	.714	5.00
Combination Power House and Man Hoist Engineer.....	.714	5.00
Fireman (Hand Firing).....	.714	5.00
Sub-Station Operator and Fan Ten- der.....	.571	4.00
Coaling Station Operator.....	.571	4.00
Teamster.....	.571	4.00
Truck Driver.....	.571	4.00
Wheelman.....	.737	5.16
Wheelman Helper.....	.714	5.00
Lampman.....	.651	4.56

Skilled labor not classified to be paid in accordance with the custom at the Mine.

Commercial Printing Company
Fairmont, West Virginia



